



# K A N S A S

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**TO:** Agency HR Directors

**FROM:** Jack Rickerson

**DATE:** July 2, 2003

**SUBJECT:** Public Hearings

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I've been asked about agency attendance at public hearings on personnel regulations. I know in the past, agencies were discouraged from attending hearings and, if they did attend, they were asked to refrain from comment.

My understanding of the thought behind such a request was that comment by agencies against a particular regulation presented by the Department of Administration could be interpreted by others as a signal that agencies and DPS were not united in their efforts. I understand that thinking, and the importance of presenting a united front. At the same time, I want to make it clear that everyone is welcome to attend these hearings.

I'm hopeful you will see us doing business in a way that you will be satisfied you have been listened to long before any given hearing. Currently, we are sending proposed regulation changes to agencies at least by the start of the 60-day comment period, if not before. We are asking for and encouraging agency comments during that time (by memo, email or discussion). Our thinking is that by the time the public hearing rolls around, we will be able to present regulations that address your preferences and concerns.

To me, personally, we will be failing in achieving the status we want with you if there are very many unresolved issues by the time we go to a public hearing. However, there could be some, or you may want your comments on record, or you may just want to hear what others have to say. Regardless, you are welcome to attend these hearings and to say what is on your mind.

Please let me know if you have questions about this note/issue. Thanks.

**Jack**